

**FMCS****FEDERAL MEDIATION &
CONCILIATION SERVICE**

SPEAKER'S BIO



TAMMY L. POOLE

**COMMISSIONER
FEDERAL MEDIATION AND CONCILIATION SERVICE**

Tammy Poole was appointed Commissioner of the Federal mediation and Conciliation Service to the Louisville, Kentucky office in 2012. Tammy has been involved in labor negotiations and is dedicated to improving labor relations through the development and implementation of joint labor management committees. She provides various types of innovative training programs to management and unions to enhance their communications and negotiations. The goal is to assist both parties to achieve a better understanding of the issues, while improving communications and their relationship with one another.

During her time with the FMCS, Ms. Poole has worked in negotiation disputes in the private sector, federal sector and the public sector; including healthcare, manufacturing, food service industries, warehouse and transportation. She has provided a variety of communication and mediation training with many groups and the FMCS Institute. In addition, she has assisted parties in their efforts to create, establish, and maintain bona fide Labor/Management partnerships. Through her instructional and consulting efforts, she has been able to facilitate and integrate contemporary and state-of-the-art negotiation and problem-solving methodologies into the overall Labor and Management relationships of her clients.

Prior to joining with FMCS, she enjoyed a career in the human resources management/labor relations field in both private and higher education sectors working with unions at multiple sites. She was responsible for the staff that oversaw the administration of the bargaining unit employees, contract negotiations, and improved union relations. Tammy also helped spearhead the implementation of the on-site medical clinic and implemented wellness programs for bargaining unit employees. Throughout her career, Tammy strengthened employee engagement in community charitable fund-raising events and company activities. She has submitted and received training grants that offered skills in the areas of leadership, problem solving, and conflict resolution for both salary and bargaining unit employees.

She has been a frequent speaker at local conferences, SHRM organizations, and other programs including the FMCS National Conference, KY Labor/Management Conference, TN Labor/Management Conference and Federally Employed Women's Conference.

Tammy earned a Bachelor of Science degree from Indiana University and is currently working on her Master's Degree through Villanova University.